



NATIONAL CENTER FOR
FAMILY PHILANTHROPY

2021 Family Foundation CEO Retreat **May 10–12, 12:30–4:30 pm Eastern (each day)**

This three-day virtual retreat, designed for both new and more experienced executives, will provide opportunities to build community and reflect on practices essential to the successful leadership of a family philanthropy.

NOTE: The following draft agenda is subject to change; all times listed are Eastern.

DAY ONE: Monday, May 10 | The Changing Landscape of Family Philanthropy

12:30–12:45 pm (Eastern) | Welcome from NCFP

NCFP President & CEO Nick Tedesco will welcome participants and discuss retreat objectives.

12:45–1:15 pm | Peer Connections

Participants will be grouped in a series of informal conversations with peers to share backgrounds and interests and make connections with other leaders from across the country.

1:15–2:00 pm | Changing Landscape of Family Philanthropy and the Role of the CEO

This opening plenary panel will explore the changing context for family foundations in the US and emerging practices for the role of family philanthropy and foundation executives.

Featuring:

- *David Callahan, Founding Editor, Inside Philanthropy*
- *Jim Canales, President and Trustee, Barr Foundation*
- *Crystal Hayling, Executive Director, The Libra Foundation*
- *Dr. Carmen Rojas, President & CEO, Marguerite Casey Foundation; Board member, General Service Foundation*

2:00–2:15 pm | Break

2:15–3:00 pm | Breakout Discussions

Participants will have the option of participating in small-group discussions in the following areas:

How Listening & Feedback Can Inform Foundation Practice

Led by Melinda Tuan, Managing Director, Fund for Shared Insight

What are effective strategies for lifting up the voices of those least heard in your grantmaking, strategy development, and other decision-making processes? In this session moderated by the [Fund for Shared Insight](#)'s managing director, discuss and share strategies for connecting with, listening to, being informed by, and acting on what you hear from the people and communities you serve.

The Values, Culture, and Practices of Trust-based Philanthropy

Led by Shaady Salehi, Director, The Trust-Based Philanthropy Project

Trust-based philanthropy has gained sector-wide attention as a strategy to alleviate What does it look like to bring staff and board along in this journey? And what is everyone's role in upholding and

reinforcing a trust-based culture? In this interactive session, you'll hear about the general values and practice of trust-based philanthropy, and will explore ways you can engage your staff and board in embracing a trust-based culture from the inside-out.

Racial Equity 101: Getting Your Board to the Starting Line

Led by Bari Katz, Founder, Bari Katz Consulting and June Wilson, Executive Director Emerita, Quixote Foundation

Having open dialogues about racial equity at an internal level is a crucial step for foundations. Your foundation may be distributing racial equity grants, but what are your discussions like within your leadership? Bari Katz and June Wilson will lead this break out session about ways to engage your board in this conversation. Please bring your questions and feel open to share the challenges you face.

Racial Equity 201: Centering Racial Equity in Your Foundations Internal and External Operations

Led by Mary Mountcastle, Trustee, Mary Reynolds Babcock Foundation and Kelly Nowlin, Trustee, Surdna Foundation

At this breakout session, NCFP Fellows will provide tools and suggestions on how to implement racial equity practices. There are many elements to consider once your foundation has made a commitment to this work including equitable hiring processes, investment strategies, trust-based grantmaking practices and more.

Give Big and Give Now: Working with Your Board to Increase Payout and Impact

Led by Tony Macklin, Senior Program Consultant, NCFP and Dimple Abichandani, Executive Director, General Service Foundation

"How much should we spend?" It's an essential question for all funders, and an especially complex one for endowed private foundations. This small-group discussion, led by the author of NCFP's guide, [*Balancing Purpose, Payout, and Permanence*](#), will provide ideas and strategies for helping your board to revisit its long-standing payout assumptions and connect future payout with your foundation's philanthropic purposes and evolving community needs and opportunities.

3:00–3:45 pm | CEO Cohort Councils

Participants will be grouped with a cohort of approximately six peers to share challenging real-life situations and get peer-led feedback. Each cohort group will meet three times, with all members of the cohort having the chance to present their own real-life dilemma or challenge.

3:45–4:30 pm | A Conversation with Stanford University's Rob Reich

Join Stanford professor Rob Reich, author of *Just Giving: Why Philanthropy Is Failing Democracy and How It Can Do Better*, for a discussion on the changing sector of family philanthropy, ongoing threats to democracy, and the role family foundations and their leaders can play in this new era for private philanthropy.

Featuring:

- *Rob Reich, Professor of Political Science, Stanford University; Faculty Co-Director, Stanford Center on Philanthropy and Civil Society; Director, McCoy Family Center for Ethics in Society*

DAY TWO: Tuesday, May 11 | The Internal Landscape of Families

12:30–12:35 pm | Welcome from NCFP

NCFP President & CEO Nick Tedesco will welcome participants, recap day one of the retreat, and introduce the agenda and goals for day two.

12:35–1:05 pm | Peer Connections

Participants will be grouped in a series of informal conversations with peers to share backgrounds and interests and make connections with other leaders from across the country.

1:05–2:00 pm | Family Matters: A View from the Bleachers

We all have families. They provide us with a sense of connection, well-being and challenge. As a leader in other people's family philanthropic organizations you have a unique challenge and opportunity—to facilitate both strategy AND the family relationships. This interactive presentation, grounded in ideas from the research of Dr. Murray Bowen's Family System Theory will consider the emotional nature of multi-generational families. The presenters will provide practical tips for how you as a non-family leader can observe the family as a system, see the challenges in a broader context, and increase your personal effectiveness. Changing your perspective from the playing field to the bleachers makes all the difference in defining and addressing challenges!

Featuring:

- *Kathy Wiseman, President, Working Systems, Inc.*

2:00–2:15 pm | Break

2:15–3:00 pm | Breakout Discussions

Participants will have the option of participating in small-group discussions in the following areas:

Family and Board Dynamics (extension of plenary discussion)

Led by Kathy Wiseman, President, Working Systems, Inc.

In this extension of the plenary session, participants will have the opportunity to ask additional questions of Dr. Kathy Wiseman, share specific challenges and dilemmas around family and board dynamics, and exchange strategies alongside their peers.

Engaging the Next Generation

Led by Robyn Schein, Facilitator, 21/64

These turbulent times have made privilege—of wealth, health, community, employment, race and more—increasingly apparent. Many next-gen donors feel guilt that their wealth is a privilege, especially when so many are struggling to meet basic needs. Older generations, particularly those who have made the wealth, don't see privilege through the same lens. In our session, we will explore how facilitating conversations around wealth and privilege can be a tool for engaging the next generation to find greater purpose and meaning in the family's philanthropy.

The Importance of a Purpose-driven Board: A Conversation with Anne Wallestad

Led by Katherine Lorenz, Senior Advisor NCFP; Chair, Cynthia and George Mitchell Foundation and Anne Wallestad, President & CEO, BoardSource

In the face of increasingly pressing systemic inequities, boards must change the traditional ways they have worked and instead prioritize their purpose, show respect for the ecosystem in which they operate, commit to equity, and recognize that power must be authorized by the people they're aiming

to help. These are the principles outlined in a new SSIR article by BoardSource's Anne Wallestad, [The Four Principles of Purpose-Driven Board Leadership](#), which will serve as a starting point for an intimate and interactive conversation about the partnership between family foundation CEOs and boards.

Legacy in Family Philanthropy: A Modern Framework

Led by Nick Tedesco, President & CEO, NCFP

Legacy is a fundamental consideration in the practice of effective family philanthropy, yet it remains one of the most ambiguous and often overlooked concepts in our field. How do you work with the family you serve to help them reconsider their motivations for giving in light of the current environment, including how their philanthropy carries forward their values, aims, and objectives? How can your family's legacy promote deeper intentionality, humility, empathy, understanding, and trust? Join this conversation with NCFP President Nick Tedesco featuring tips and lessons from our new guide, *Legacy in Family Philanthropy: A Modern Framework*.

Managing and Preparing for Transitions

Led by Ashley Blanchard, Trustee, Hill-Snowdon Foundation; Senior Associate, Lansberg Gersick & Associates

Many family foundations fall into the trap of putting off acknowledging and addressing a transition until it is upon them. Whether you are preparing an influx of assets, anticipating a change in family board leadership, or considering a new direction for your giving, it's important to understand when you are approaching critical moments in your foundation's life cycle. Join this facilitated discussion with peers for tips and strategies for managing these transitions so that outcomes are positive and promising rather than tense and tumultuous.

3:00–3:45 pm | CEO Cohort Councils

Participants will be grouped with a cohort of six peers to share challenging real-life situations and get peer-led feedback. Each cohort group will meet three times, with all members of the cohort having the chance to present their own real-life dilemma or challenge.

3:45–4:30 pm | A Conversation with My Brother's Keeper Alliance Executive Director Michael Smith

Michael Smith will offer reflections on building and supporting community leaders, particularly in light of the events of the last year, and discuss his work to address the barriers facing boys and young men of color through the My Brother's Keeper Alliance and the Obama Foundation.

Featuring:

- *Michael Smith, Executive Director, My Brother's Keeper Alliance; Director of Youth Opportunity Programs, Obama Foundation*

DAY THREE: Wednesday, May 12 | Building Your Leadership

12:30–12:35 pm | Welcome from NCFP

NCFP President & CEO Nick Tedesco will welcome participants, recap days one and two of the retreat, and introduce the agenda and goals for our final day together.

12:35–1:05 pm | Peer Connections

Participants will be grouped in a series of informal conversations with peers to share backgrounds and interests and make connections with other leaders from across the country.

1:05–2:00 pm | Resilient Leadership

The past year—featuring a pandemic, calls for racial justice, mounting natural disasters, and new threats to democracy—has been a time of uncertainty, threat, and isolation for CEOs and leaders. It’s also been a year of incredible creativity and adaptation for many foundations and nonprofits rising to these and related challenges, as well as openings for change. And, for some, fatigue and wariness has set in—even as the ‘end’ is within sight. This conversation will address practical strategies for being a leader in uncertain times, and provide guidance around what resilience means for family foundation leaders now and looking forward.

Featuring:

- *Dr. Christine Runyan, Professor, Department of Family Medicine and Community Health, University of Massachusetts Medical School; Co-founder, Tend Health*
- *Diana Searce, Principal, Diana Searce Consulting*

2:00–2:15 pm | Break

2:15–3:00 pm | Breakout Discussions

Participants will have the option of participating in small-group discussions in the following areas:

Resilient Leadership (extension of plenary discussion)

Led by Diana Searce, Principal, Diana Searce Consulting

In this extension of the plenary session, participants will have the opportunity to ask additional questions of the speakers, connect with one another, and learn strategies for being a resilient leader in uncertain times from and alongside their peers.

CEO Assessment and Performance Evaluation

Led by Alexa Cortes Culwell, Co-founder, Open Impact

NCFP’s study, [*The Family Foundation CEO: Crafting Consensus Out of Complexity*](#), found that 40% of family foundation CEOs say their board does not review their performance on an annual basis. Yet most CEOs yearn for their boards to invest the energy and time entailed in a thoughtful evaluation. This session will provide tips and tools for designing or refining an iterative assessment process that provides both you and the board with clarity and feedback around your respective roles and responsibilities.

Taking and Making Space for Growth and Renewal within Your Foundation and Your Field

Led by Janine Mason, Founder, Fieldstone Leadership Network San Diego

When implemented properly, a sabbatical can grow a CEO, the organization, and build staff capacity. Learn from one family foundation who has leveraged/ built on/ supported a deep capacity building model of sabbatical for nonprofit grantees, while also reflecting on how making space for your own leadership and renewal can help better position your staff and board for growth and change. Come with questions about your own leadership and growing leadership for nonprofits in this engaging session.

Office Hours and Non-Family Staff Peer Network Gathering

Join us for an informal coffee-time chat with your Non-family Staff Peer Network co-chairs, Denise Porché and Kim Wright, and NCFP staff. During this time, you can have your questions answered, connect to peers, learn about ongoing professional development, or get answers for that item keeping you up at night.

3:00–3:45 pm | CEO Cohort Councils

Participants will be grouped with a cohort of six peers to share challenging real-life situations and get peer-led feedback. Each cohort group will meet three times, with all members of the cohort having the chance to present their own real-life dilemma or challenge.

3:45–4:30 pm | A Conversation with Los Angeles Mayor Eric Garcetti

Engage in a conversation with a LA Mayor Eric Garcetti, who will share his reflections on leadership during crisis, and about how private philanthropy can work across sectors to make lasting impact in the communities you serve. Mayor Garcetti will share more about his deep commitment to the core values of justice, dignity, and equality, and will invite retreat participants to join him in building safe and supportive communities for diverse families and those most underserved.

Featuring:

- *Mayor Eric Garcetti, City of Los Angeles*
- *Lisa Parker, Lawrence Welk Family Foundation*